



Provision 1

Consistent School Year Pay

The Government of the Northwest Territories (GNWT) will move to a new process for paying members of the Northwest Territories Teachers' Association (NWTTA).

**** New pay and allowance rates will commence on the August 8, 2008 paycheque, even though the new Collective Agreement will not come into effect until September 1, 2008 ****

What

- The new NWTTA Collective Agreement changes the way pay is administered for teachers. There is now a consistent pay year, whereby all schools will have the same first pay day each school year regardless of when each school starts. This does not apply to teachers at Yellowknife Education District #1 and Yellowknife Catholic Schools in Yellowknife as they are not GNWT employees.

When

- The first pay day in August will be the first of 26 pays for each school year. In 2008, this will be August 8th.

How

- The yearly salary and allowances for school years will be provided over 26 equal pays. Due to combined leap-years, every 13 years there are 27 pays (the next one is 2015). In that year, salary and allowances will be divided over 27 pays.
- The Government of the Northwest Territories continues to have a one week delay in pay for teachers.

Transition

Transition to the consistent school year pay will impact schools differently depending on when the last pay for the 2007-08 school year is issued.

During the transition period to consistent school year pay, schools will be grouped based on when the last pay for the 2007-08 school year is. Information on how the transition will impact the group is also provided.

Please refer to the following groups to understand how your pay will be administered during the transition period:

Group A (2 schools)

Beaufort Delta Education Council

- **Sachs Harbour** Inualthuyak School
 - **Ulukhaktok** Helen Kalvak Elihaktiv School
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- 26th pay of 2007/2008 school year will be paid on July 25, 2008
 - 1st pay of 2008/2009 school year will be August 8, 2008.

What does this mean for Group A schools?

Pay continues with no additional pay required as school year mirrors the consistent pay year.

Group B (2 schools)

Beaufort Delta Education Council

- **Paulatuk** Angik School

Sahtu Education Council

- **Colville Lake** Colville Lake School
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- 26th pay of 2007/2008 school year will be paid on July 31st, 2008.
 - 1st pay of the 2008/2009 school year will be August 8th, 2008.

What does this mean for Group B schools?

- Regular pay will be paid on July 25th, 2008
- Additional pay will be paid on July 31st, 2008 – this is the 26th pay of the 2007-08 school year
- Pay for the 2008-09 school year starts August 8th, 2008.

Group C (34 schools)

Commission Scolaire

- **Yellowknife** Ecole Allain St-Cyr School
- **Hay River** Ecole Boreale

South Slave Divisional Education Council

- **Fort Smith** JB Tyrell School and
PW Kaeser School
- **Fort Resolution** Deninu School
- **Hay River** Harry Camsell Elementary School
Diamond Jenness School
Princess Alexandra School
Chief Sunrise School
- **Lutsel K'e** Lutsel K'e Dene School

Dehcho Education Council

- **Fort Liard** Echo Dene School
- **Fort Providence** Deh Gah Elementary & Secondary School
- **Fort Simpson** Thomas Simpson Sec. School
Bompas Elementary School
- **Trout Lake** Charles Tetcho School
- **Jean Marie River** Louie Norwegian School
- **Nahanni Butte** Charles Yohin School
- **Wrigley** Julian Yendo School
- **Kakisa** Kakisa School



Beaufort Delta Education Council

- **Aklavik** Moose Kerr School
- **Tsiigehtchic** Chief Paul Niditchie School
- **Fort McPherson** Chief Julius School
- **Inuvik** Samuel Hearne Sec. School
 Sir Alexander Mackenzie School
- **Tuktoyaktuk** Mangilaluk School

Sahtu Education Council

- **Deline** ?Ehtseo Ayha School
- **Fort Good Hope** Chief T'Selehye School
- **Tulita** Chief Albert Wright School
- **Norman Wells** Mackenzie Mountain School

Tłı̄chǫ Education Council

- **Behchoko
(Edzo & Rae)** Chief Jimmy Bruneau School
 Elizabeth Mackenzie Elem. School
- **Snare Lakes** Alexis Arrowmaker School
- **Whati** Mezi Community School
- **Gameti (Rae Lakes)** Jean Wetrade Gameti School
- 25th and 26th pay of 2007/2008 school year will be paid on July 31st , 2008 and on August 1st , 2008 respectively.
- 1st pay of the 2008/2009 school year will be August 8th , 2008.

What does this mean for Group C schools?

- Regular pay will be paid on July 25, 2008
- Additional pays for the 2007-08 school year (25th and 26th pays) will be deposited on July 31st (25th pay) and August 1st (26th pay)
- Regular pay for 2008-09 school year starts August 8, 2008.



New Teachers

When a new teacher is documented and reports for duty, he/she will receive paycheques as follows:

Board/School	Teachers Report (1st day of School)	Pays Provided on first reporting day	Next Regular Pay
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Beaufort -Delta

Aklavik	Aug 27/08	Aug 8 & 22/08	Sept 5/08
Fort Mcpherson	Aug 27/08	Aug 8 & 22/08	Sept 5/08
Ulukhaktok	Aug 1/08		Aug 8/08
Inuvik	Aug 28/08	Aug 8 & 28/08	Sept 5/08
Paulatuk	Aug 18/08	Aug 8 & 22/08	Sept 5/08
Sachs Harbour	July 28/08		Aug 8/08
Tsiigehtchic	Aug 20/08	Aug 8/08	Aug 20/08
Tuktoyaktuk	Aug 28/08	Aug 8 & 22/08	Sept 5/08

Deh Cho

Fort Providence	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Fort Simpson	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Jean Marie River	Aug 21/08	Aug 8/08	Aug 22/08
Nahanni Butte	Aug 19/08	Aug 8/08	Aug 22/08
Fort Liard	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Wrigley	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Trout Lake	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Kakisa	Aug 25/08	Aug 8 & 22/08	Sept 5/08

Tłı̨chǫ

Bechoko	Aug 21/08	Aug 8/08	Aug 22/08
Gameti	Aug 21/08	Aug 8/08	Aug 22/08
Wekweti	Aug 21/08	Aug 8/08	Aug 22/08
Wha Ti	Aug 21/08	Aug 8/08	Aug 22/08



Sahtu

Colville Lake	Aug 19/08	Aug 8/08	Aug 22/08
Deline	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Fort Good Hope	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Norman Wells	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Tulita	Aug 25/08	Aug 8 & 22/08	Sept 5/08

South Slave

Fort Resolution	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Fort Smith	Aug 26/08	Aug 8 & 22/08	Sept 5/08
Hay River	Aug 25/08	Aug 8 & 22/08	Sept 5/08
Lutsel K'e	Aug 25/08	Aug 8 & 22/08	Sept 5/08

Commission Scolaire

Yellowknife	Aug 26/08	Aug 8 & 22/08	Sept 5/08
Hay River	Aug 25/08	Aug 8 & 22/08	Sept 5/08